TEAMSTERS LOCAL
705 UPDATE
VOLUME 1 • NUMBER 3 • MARCH/APRIL, 1997

Welcome to the March/April edition of the Local 705 UPDATE. In this issue we look at the many ways Local 705 is on the move to regain our power and reshape our future. All across the local, members are taking part in activities like craft meetings, organizing workshops and the NAFTA Conference to put themselves and their Union back in the driver's seat. Our special feature focuses on how the seemingly distant world of politics affects your job security and your paycheck, and what you can do to protect them.

If you have comments, questions or other issues you would like featured in a special report, we want to hear from you. Please call Paul Waterhouse at (312)738-2800, ext. 304.

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705 Pitches Contract Solidarity
UPS–Jefferson Street

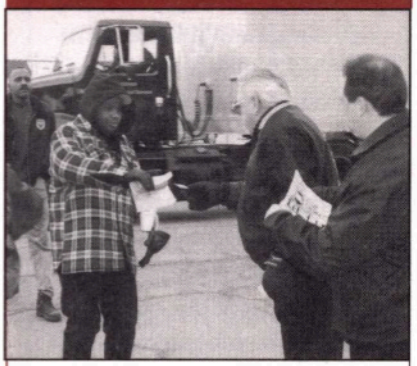
Local 705 Secretary-Treasurer Gerald Zero and President John McCormick joined more than 30 stewards and union representatives at JEFF to spread the message of solidarity for the upcoming UPS national contract talks.

All across the country, IBT representatives visited worksites like JEFF, handing out leaflets and solidarity stickers, to help members gear up for the battle ahead. The Union also videotaped rank-and-file Teamsters' views for a presentation that will be shown during the talks.

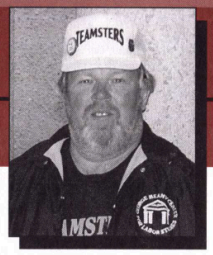
705 President McCormick praised UPS Teamsters saying their support for the streetside rally sent a strong signal to management. "Our members' message was clear: They want a good contract, and they'll fight for it if they have to. Part-timer pay equity, full-time jobs with good wages, and the 70 lb. weight limit topped the list of their concerns," he said.

Both McCormick and Secretary-Treasurer Zero are participating in the national negotiations, and both said the solidarity they saw at the rally reinforced their dedication to bring back a strong contract for UPS members. (See pages 8 and 9 for more UPS contract details.)

Thanks to the work of our staff and volunteer organizers, Local 705 is now the largest local in Joint Council 25 and the largest local in Illinois.



Office of the Secretary-Treasurer



Gerald Zero, Secretary-Treasurer

Let's face it, union bylaws are kind of like insurance policies – not exactly the kind of topic you can't wait to get together with your friends to talk about, but pretty darn important to understand.

The fact is bylaws are very important because they protect your rights by spelling out the rules and responsibilities for the Local. If we are going to have an effective, civilized union, everyone – from members to officers – must know their obligations as well as their powers.

This month, I want to talk about the sections of our bylaws that spell out our "political action" responsibilities. Under Section 4, Local 705 has a responsibility to:

1. Safeguard, advance, and promote the principal of free collective bargaining, the rights of workers and consumers, and the security and welfare of all people by political, educational and other community activity (Rule 5);

2. Engage in cultural, civic, legislative, political, fraternal, educational, charitable, welfare, social and other activities which further the interests of this organization and membership, directly or indirectly (Rule 6);

3. Provide financial and moral assistance to other labor organizations or other bodies having purposes and objectives in whole or in part similar or related to those of this organization (Rule 7); and

4. Engage in community activities which will advance the interests of this organization and its members in the community and in the nation, directly or indirectly (Rule 8).

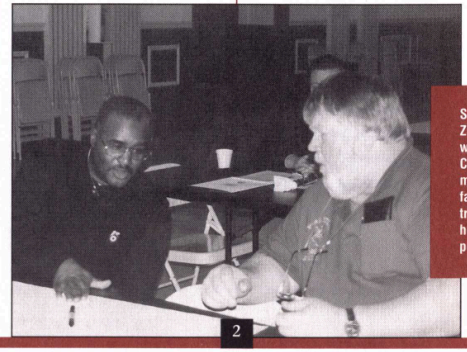
As you can see from these rules, being an officer in this local means more than just dealing with contracts and grievances. It also means getting the Union involved in the community – and in the political, educational and social issues we all face. That's why Local 705 is holding more and more educational and craft meetings that address economic and community issues as well as union issues.

I've been very gratified by our members' responses. Through these sessions, we are all coming to understand how government and corporate decisions affect everyone – union and non-union, employed and unemployed. We are learning that we must not just become involved with other groups, we must *lead* them, bring them up with us – or we'll get dragged down!

Many of the labor movement's greatest battles have been fought over issues that would benefit the vast majority of Americans, not just union members.

When we take part in community activities, our fellow citizens get to know and understand us. In turn, we learn that others face many of the same problems we do and we can find ways to help each other.

This kind of cooperation has been the key to most social progress in the past. Many of the labor movement's greatest battles have been fought over issues that would benefit the vast majority of Americans, not just union members: It was the labor movement that brought about the eight hour day and paid vacations; led the fight for Social Security, health insurance and Medicaid; and agitated for minimum wage increases. When other people learn about our proud history of reaching out to help them, they begin to realize that they must help us as well. Our greatest victories in organizing, winning strikes and passing laws have always come when other groups with common goals joined in our fights.



Secretary-Treasurer Gerald Zero and a Teamster member work together at 705's NAFTA Conference to peel away the myths and expose the ugly facts behind so-called "free trade." For more details on how NAFTA affects working people, see page 12.

We also ask our members to support legislation that helps all working people and to oppose laws that would hurt them. As we develop friends in our legislative districts, they will be there when we need help. Together we will be able to make legislators see that legislation that helps working people helps the entire community.

This is why we ask you to call or write elected officials, work in precincts to help candidates who are sympathetic to our goals, and join DRIVE, our political action committee. This is also why we featured political action in this issue's special report on pages 10 and 11.

Social issues should be given high priority in every union. They were largely ignored during the past 30 years of "Business Unionism," and that shortsightedness weakened us. Corporate leaders and their political allies found it easy to paint unions as selfish and greedy, and they used that to turn public opinion against us. But when we help the poor, the elderly, the homeless, we show we're a part of the community-at-large, and we make it harder for Big Business to isolate and attack us.

We must, as our bylaws state, pull together with other forces fighting for human rights, dignity and social change. These sorts of alliances were the key to our greatest achievements of the past, and they are our best hope for advances in the future.

Still Going

Local 705's reform leadership continues to make improvements that protect your money and make the Union more accountable to you. Under Secretary-Treasurer Gerald Zero, the Union has:

- Slashed legal costs by 50 percent (representing hundreds of thousands of dollars) by hiring in-house attorney to handle arbitrations and other legal matters.
- Increased outside income from parking garage and restaurant,which finally pays rent!
- Eliminated $25,000 severance pay for favorites.
- Removed Carmell's law firm from all Union business.
- Forced settlement of lawsuit that recouped $13.5 million to Health & Welfare and Pension Funds that had been squandered by previous leadership.

705 Recoups $25,000; Overturns Discharge in Anderson Brothers Settlement

Back pay and benefits to the tune of $25,000 were awarded to several Anderson Brothers movers last month following a marathon meeting that also overturned an outrageous discharge and convinced the company to drop a lawsuit it filed against Local 705 during the Pickens Kane strike.

"It's great to see what the Union is doing after years of being ignored by the old leadership," said Local 705 Member Pete Barcia. "A lot of unions wouldn't have gone to bat for members like me who were cheated out of a few bucks here and there over four or five years. But when we got together with our Rep., we found out how much we'd lost and he went to bat for us."

The Union's efforts netted wage settlements ranging from $3,600 to $8,000 per employee, and an additional $4,000 was paid into the Health &Welfare and Pension Funds.

Over the course of several years, Anderson Bros. management systematically shorted Local 705 members' salaries in small amounts that were difficult to notice in a weekly pay check.

If management was being sneaky in the salary-shorting issue, in the discharge case it was just plain dumb. It all started when an Anderson Bros. boss ordered 705 Member John Hanna to clean out a section of the warehouse. John did as he was told, and as you might expect, got a little dirty in the process. When he then reported back for his next assignment, the boss seemed shocked to discover his uniform was dirty! (People tend to get a little dirty when they're working for a living; management ought to try it somtime!)

Instead of rewarding John for a job well done and sending him on to the next assignment, the boss (apparently bucking for the Martha Stewart Award) said he was too dirty to work and that he was "off the clock." When John protested, the boss declared him insubordinate, and he was fired.

Mind you, all of this took place in a company that has a laundry service that provides scores of clean uniforms every week. The idea of simply giving John a clean uniform to change into made way too much sense for Anderson Bros. management – until they weighed the cost of lawyers, arbitrators and ill will over a case the Union was sure to win.

Labor Board Slugs Beltman After Company Reneges Twice

Flash: Beltman Settles!
The company agreed to abide by the judge's decision just as the presses were starting to roll.

As many as 15 Beltman employees could soon be brought into the bargaining unit and compensated for any losses they've suffered, thanks to a decision handed down by a Labor Board administrative law judge last month.

The judge found Beltman North America guilty of refusing to honor an agreement it had reached with Local 705 in 1995.

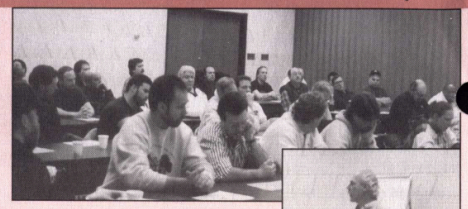
During negotiations for the 1994-1997 contract, Beltman officials agreed to stop hiring "Helpers," a non-bargaining unit position, and to begin hiring only CDL-qualified employees.

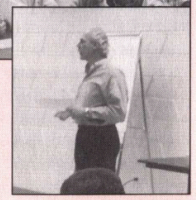
The Union soon discovered two problems in implementing the contract: Beltman was not filling vacant "Union Seniority" positions, and it was still using the Helper position it had promised to abolish.

When the Union raised objections, Beltman Vice President Daniel Colleran verbally agreed to place employees in the bargaining unit as soon as they performed 1,000 hours of commercial moving work in a 12-month period. Colleran later denied he had made the agreement and refused to sign the memorandum of understanding that described it.

705 filed the unfair labor practice charges that led to last month's decision. The judge held that the notes and testimony of 705 staff members Jo Pressler (now with the AFL-CIO in Washington, D.C.) and Richard deVries were clearly more credible than Beltman's attempts to rewrite history. The judge also ordered the company to "cease and desist refusing to implement the agreement" and to make whole any Beltman employee "for any losses they may have suffered" when the company failed to honor the agreement.

Look for more details on this significant concession from Beltman and its union-busting law firm in the next issue!





705 Members Pack the Hall for Airfreight Craft Meeting

Local 705 members were in great danger of running out of sweet rolls when a larger-than-expected crowd turned out for the Union's first Airfreight Craft Conference Feb. 23. But conference organizers said it was worth the risk because the hefty turn out signalled members' eagerness to take back the reigns of control from corporate bullies.

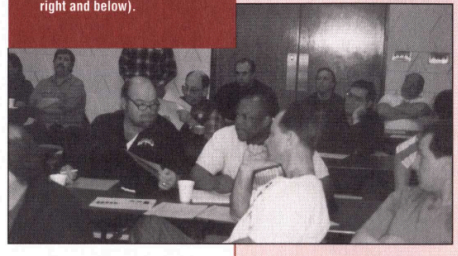
Led by Local 705 Contract Administrator Jim Lyons and new Union Rep. Mark Postilion, the conference could have been titled "Basic Combat Skills for Union Members Today." The discussions covered topics like industry wage scales, grievance and job rights, the need to organize both internally and in non-union shops, and how economic and political actions by outside forces squeeze everyone's take-home pay and benefits.

The members also learned more about the Union's workings and goals, and about the need for the members to become the driving force behind the decisions that are made.

"I think everyone got a lot out of it," said Airborne Steward Mike Kolgan. "This is the first time the Union has done this and I learned a lot. I think everyone's looking forward to more sessions like this."

Workshop discussions about how corporate interests play union workers against non-union workers, and American workers against foreign workers, were also eye openers. "The conference was a real success for everyone," Lyons said. "One member told me, 'Before this, I never really understood how the corporations worked so hard to play workers off against one another – we need to know what we're up against.' That was exactly the point we were trying to get across. Once you understand that, you can really prepare to fight back."

705 members analyze the effects of current political and business practices on working people, and begin setting the course for the Union's future during the Local's Airfreight Craft meeting Feb. 23 (above right and below).



NEGOTIATIONS Updates

Kankakee County - Members gained several improvements in the recently ratified Kankakee County agreement. Wages will increase up to 7 percent the first year and pay scale parity will be achieved for each classification by contract's end. The contract also includes two-hour callback pay (for the first time ever!) and limits the number of part-time employees.

The contract includes improvements in leave time as well: four weeks of vacation for employees with eighteen years (another first!); one additional personal day; and an extra three days of bereavement leave for close friends and extended family members, in addition to the three days already allowed for immediate family members.

In yet another first, the contract calls for the establishment of a Safety Committee and for uniforms to be provided and paid for by the employer.

Bellwood Municipal - Members ratified a new three-year contract retroactive to May 1, 1996 that includes wage increases of 3 percent in each contract year, and caps Health & Welfare insurance costs at 1995 levels. It also includes improved contract language stipulating "innocent until proven guilty" in the grievance procedure.

City Haul - Teamsters Local 705 signed its first-ever agreement with City Haul last month. The negotiations were so successful, members won improvements on every major issue that had led the employees to seek Teamster representation in the first place.

The unit was certified last year after City Haul employees voted for Teamster representation to correct gross pay inequities and other unfair treatment, and to demand dignity on the job.

"Every major concern that led to the Teamster election was addressed and solved in the contract," said Local 705 Contract Administrator Jim Lyons. "Pay differentials that ranged from $12 an hour for some workers up to $17 for others will be erased during the life of this contract. Everyone will finish at the top rate."

City Haul Teamsters also achieved parity in contract language, and won grievance and seniority rights and the same coverage as all of 705's other cartage agreements.

"It took a while to get there," Lyons said, "but the members have every right to be proud of this agreement."

Kankakee City - Still negotiating , look for more details in the next issue of UPDATE.

Sunshine Trucking - Awaiting company's counter-proposal to the Union's initial submission.

La Grou - Bargaining unit proposal meeting scheduled.

Pedian Rug - Potential impasse.

Central Contractors - No activity at this time.

Praxair/Liquid Carbonic - Initial successor bargaining scheduled to begin in March.

Environetx - Awaiting company's response to Union's request to resume negotiations.

Bowne of Chicago - Negotiations resumed in February with significantly fewer issues unresolved. The next meeting was scheduled for March.

Anderson Brothers - Initial session was scheduled for March.

Beltman, Boyer-Rosene, Hallett & Sons, Joyce Brothers and **Noff's NA** - Have commenced successor negotiations as a group represented by Seyfarth & Shaw's Ed Miller. The second meeting was scheduled for March.

Notices to reopen contract negotiations have been sent to **Happ Movers, Metropolitan Movers, O'Hare Van Lines, P.J. Hans Moving, Union Van Lines and Union Express Designer Service.**

Congratulations to Chemcentral members who recently ratified their new union contract. UPDATE reported the details of the contract in the last issue, but this photo, taken just after ratification vote, wasn't available by press time.

Grievances & Arbitration

Labor Board KO's KMart – Again!

Here's one for all you parents out there: you've told your five-year-old for the fifth time to clean up his room or he's not going to see that Disney video he's been begging you for. You think you've finally gotten through to him until, just before show time, you check out his room and it still looks like a tornado just blew through.

Sometimes, it seems like we're talking to that five-year-old when we have to deal with employers who continue to drag their feet after we've won an NLRB election.

Last month – three years after Teamsters Local 705 won a representation election for KMart warehouse workers in Manteno, Ill. and two years after KMart convinced the Seventh Circuit Court of Appeals to remand the case to the Labor Board over a technicality – the Board did the right thing. It handed down a decision ordering KMart to bargain with employees at its Manteno facility.

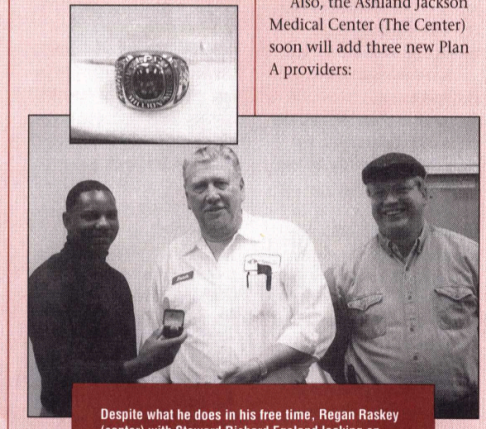
The decision reaffirms the Board's 1994 decision that found that KMart had violated the law by refusing to recognize and bargain with Local 705, the unit's legally elected bargaining agent.

The KMart employees voted to join the Teamsters in July, 1993. KMart officials immediately challenged the election and refused to bargain with the Union. The NLRB ruled against the company, but KMart appealed the decision, claiming that employees had been intimidated and harassed into voting for the Union by KMart Corporation manufactured 'intimidation' where none ever existed," Zero said. "The tactics of 'delay and deny' have gone on for three years now; it's time for the company to respect the wishes of the workers and sit down to bargain a fair and equitable contract."

Sometimes, it seems like we're talking to that five-year-old when we have to deal with employers who continue to drag their feet after we've won an NLRB election.

organizers who were taking pictures and videos on the day of the election. The NLRB has now ruled against that claim saying that "none of the four employees (who testified they had been harassed) is visible in any of the 21 photographs or the 15 minutes of videotape introduced at the hearing." The Board also stated, "...all four employees made no secret of their opposition to the union during the campaign, and none could point to any objective basis to support their contention that they had reason to fear reprisal from the union."

Local 705 Secretary-Treasurer Gerald Zero hailed the decision. "It's clear that



Despite what he does in his free time, Regan Raskey (center) with Steward Richard Egeland looking on (right) has proven he doesn't clown around on the job. Regan, who moonlights as a clown at the Elmhurst Moose Lodge, recently received the million mile award. He has worked for 26 years at Ryerson Steel and all of his miles are accident free. Regan has also logged 29 years of dedicated service to Local 705. If you see him on the streets, congratulate "Boo-Boo" on his driving success (but watch out for errant pies!).

Health Care Options Expand: New Hospitals Sign On as Providers

Eligible 705 members and their families will now have access to St. Anthony Hospital and Health Center in Michigan City, which became a Plan B provider facility effective Feb. 14.

Eligible participants and their dependents who use this facility for Plan B benefits will receive preferred hospital coverage as described in the "Health Right Now" booklet.

Also, the Ashland Jackson Medical Center (The Center) soon will add three new Plan A providers:

- Little Company of Mary Hospital in Evergreen Park, Ill.;
- Centegra-Northern Illinois Medical Center in McHenry/Woodstock, Ill.; and
- Methodist Hospital in Gary and Merrillville, Ind.

Effective dates of participation for these facilities will be announced in a future issue of the newsletter.

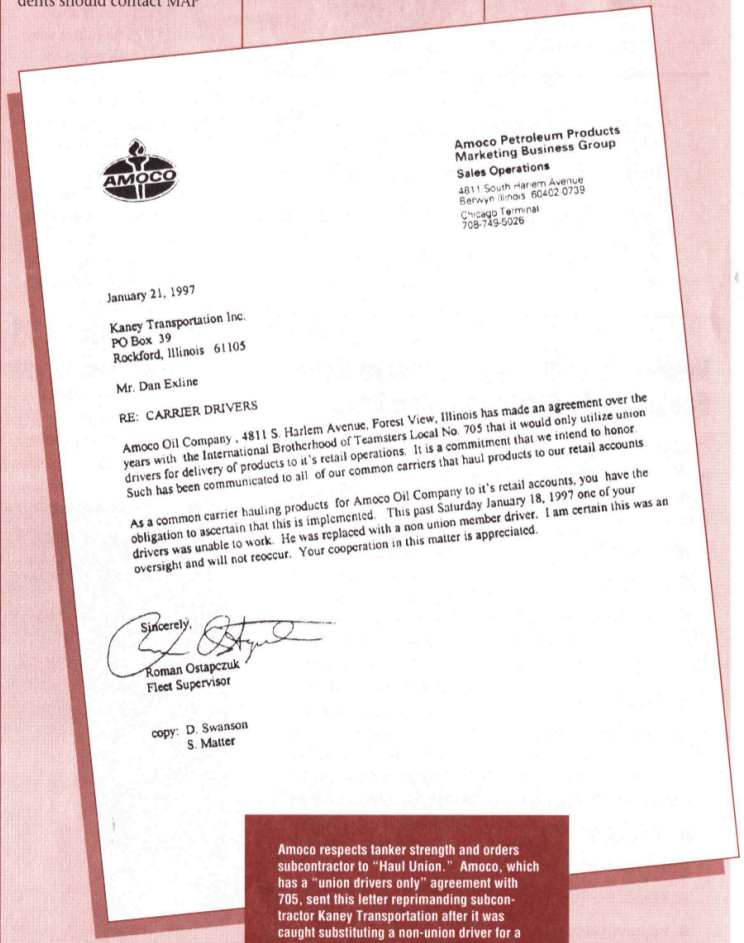
Help Is Just a Phone Call Away with Teamsters' Member Assistance Program

When life's day-to-day pressures start to build up, they can start to put a serious dent in your quality of life. But it doesn't have to be that way. The Member Assistance Program (MAP) is here to help you and your family in times of need.

MAP is a confidential program designed to help members seven days a week, 24 hours a day with problems like:

- family conflicts;
- Stress, depression or psychiatric care;
- Drug or alcohol dependency.

The professionals at MAP can provide assessments and referrals to ensure that you receive the services you need. Members and their dependents should contact MAP *before* accessing their mental health benefits. To contact a MAP representative, call 1-800-441-7705.



AMOCO

Amoco Petroleum Products
Marketing Business Group
Sales Operations
4811 South Harlem Avenue
Berwyn Illinois 60402-0739
Chicago Terminal
708-749-5026

January 21, 1997

Kaney Transportation Inc.
PO Box 39
Rockford, Illinois 61105

Mr. Dan Exline

RE: CARRIER DRIVERS

Amoco Oil Company , 4811 S. Harlem Avenue, Forest View, Illinois has made an agreement over the years with the International Brotherhood of Teamsters Local No. 705 that it would only utilize union drivers for delivery of products to it's retail operations. It is a commitment that we intend to honor. Such has been communicated to all of our common carriers that haul products to our retail accounts.

As a common carrier hauling products for Amoco Oil Company to it's retail accounts, you have the obligation to ascertain that this is implemented. This past Saturday January 18, 1997 one of your drivers was unable to work. He was replaced with a non union member driver. I am certain this was an oversight and will not reoccur. Your cooperation in this matter is appreciated.

Sincerely,

Roman Ostapczuk
Fleet Supervisor

copy: D. Swanson
S. Matter

Amoco respects tanker strength and orders subcontractor to "Haul Union." Amoco, which has a "union drivers only" agreement with 705, sent this letter reprimanding subcontractor Kaney Transportation after it was caught substituting a non-union driver for a union driver.

UPShot *John McCormick President*

When management starts talking "Teamwork", they usually mean they've picked out their team and the rest of us will be doing the work.

Negotiations Surveys In; Union Uses Feedback to Set Bargaining Plan

Most of the survey questions about the upcoming UPS negotiations are now in, and the results track pretty closely with what we've been hearing from you at the worksites. Here's what you had to say:

Main Priorities

- Better wages
- Improved pensions
- No health care givebacks
- COLA
- More vacation and other leave time

Part-Timer Priorities

- More full-time jobs
- Teamsters pensions
- Reduce the wage gap
- Improved bidding rights
- Shorten wage progression

Also, two-thirds of all members have received late or inaccurate paychecks.

Your answers also sent a clear message that work-place safety must be vigorously addressed. The most common areas injured are, in order: back; knee and ankle; hand and wrist (carpal tunnel); and neck. The most common problems created by the 70 lb. dispute are:

- Improper processing 86%
- Over 150 in system 65%
- No lifting device 64%
- Customer help 57%
- Injury from over 70 51%
- No help 40%

The survey results also show that UPS members want improvements in the grievance procedure. In order of priority, you've told us you want: arbitration of national cases; payment on settled grievances; the right to strike over grievances; and pay for stewards handling grievances.

On another front, too many members are giving up their rights in the disciplinary system. I cannot stress this enough – *do not meet with management alone if you suspect that you are going to be disciplined.* All members have the right to have a union representative present during any meeting that may result in disciplinary action. The sooner you involve the Union, the easier it is for us to turn around unjustified disciplinary action. Don't assume you're guilty just because some supervisor says you are. Management is often the last to know what the rules are.

The Supreme Court has guaranteed your right to union representation if you suspect you are going to be disciplined. Please read the accompanying summary of your Weingarten Rights (at right). The job you save may be your own!

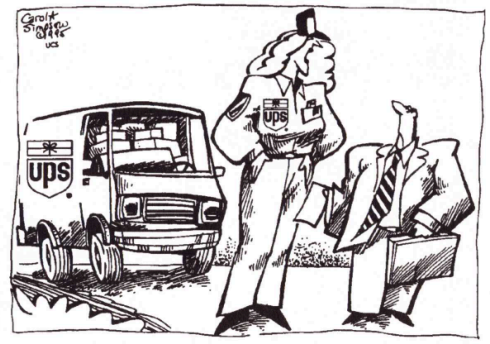
Secretary-Treasurer Gerald Zero (left) and President John McCormick (right) join forces with Teamsters International President Ron Carey at the UPS-JEFF solidarity rally to kick off national contract negotiations with the company. Both Zero and McCormick will be participating in the negotiations to ensure 705 members get the strongest contract possible.

Weingarten Rights

The Supreme Court has ruled that an employee is entitled to have a union representative present during any interview which may result in his or her discipline. **It is up to you, the employee, to insist on having your union representative present.** If you fail to do so, you may waive your rights.

Suggested Interrogration Rights Statement:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union steward, business agent or union officer be present at this meeting. Without representation, I choose not to answer any questions."



"Sure, I'll give partnership with management a try.... ...but only if my union negotiates the divorce clause."

UPS Actions: A Desperate Cry for Help? Stop Me Before I Do It *Again!*

Sometimes UPS management reminds us of the drug addict who keeps saying "I want to stop! I really want to stop!" but never quite works up the energy to haul himself to the rehab clinic. Sometimes we wish UPS would just enroll itself in a good 12-step program and get it over with! But until its best friends intervene, we'll just have to keep going to the Labor Board to have UPS busted.

The NLRB put the brakes on the company's two most recent backslides after Local 705 caught UPS trying to institute new job titles in one instance and creating bogus "pay incentives" in another. In both cases the Union filed unfair labor practice charges.

In the first case, the Labor Board ordered UPS to post a notice throughout its facilities promising that it "WILL NOT REFUSE to bargain with Local Union No. 705 ... the exclusive bargaining representative ... [in] creating the positions of driver-helper, driver-trainer and hub trainer."

The Board ordered the posting after UPS tried to create the new titles without negotiating with the Union. The Board ruled that if UPS wants to create new titles, the company has to talk to us – and negotiate the pay rates and a fair selection process for filling the positions.

In the other case, UPS created one of its goofy "work group quality initiatives." Under the scheme, "individual Service Merchandise vouchers will be distributed to people of work groups that made positive gains in ... quality elements." UPS clearly stated that it "reserves the right, and is the sole and exclusive authority in ... determining the methods and point allocation" in making the awards. That's the company's way of saying UPS will make up the rules at its convenience.

So, let's see – UPS will make up the rules by itself, retain the right to change the rules whenever it wants, and pay its workers with trinkets instead of real money. And UPS can't figure out why union members would have any objection!

Fortunately, the Labor Board can and did.

SPECIAL REPORT

Paychecks and Politics

They're Linked Closer than You Think

"We've allowed ourselves to become discouraged and divided. But working people are beginning to wake up and fight back. Last fall's election and the success we had in the January veto session in Springfield are beginning to turn things around. Now is the time for all of us to redouble our efforts. If we do, we won't just stop losing – we'll start winning."

Gerald Zero.

Too often, union members see politics as just a bunch of people arguing about taxes, welfare and abortion. Unfortunately, that's the way that most politicians want us to see politics. That way, they can hide what they're really up to – taking care of their friends, while hanging the rest of us out to dry.

The truth is, as distant the world of politics often seems, the decisions made in Washington and Springfield have very real, very direct effects on our everyday lives. But while regular folks often get disgusted and decide to leave politics to the politicians, corporate interests don't. They're in there pitching every day, making their demands and using their "influence" to make sure things get done their way. That's how so many anti-worker, anti-union laws got passed in the last three decades.

But we don't have to roll over and let that continue to happen. In this month's feature, UPDATE shines a spotlight on the current political scene and some of the recently passed laws that have severly hurt everyday working people. We then look at some of the ways the Teamsters and the labor movement are using political action to stop corporations from chipping away at our wages, our job security and our rights.

As of this writing, more than 2,500 Teamsters have signed up as new members of DRIVE, the Union's political action committee. In one day alone, about 500 members from UPS-JEFF signed on to help ensure that our voices will be heard in Washington and Springfield.

Dollars = Power

97 percent of all contributions to the National Republican Party came from corporations. 87 percent of all contributions to the National Democratic Party came from corporations. Is it any wonder why we have to struggle to make our voices heard?

That's why contributing to Teamster DRIVE is so important. The new "buck a week" program can start to level that playing field. Stewards, union reps. and DRIVE representatives visited many Local 705 barns in February and March to talk about this important program, and hundreds of new Teamsters have already signed up. Fill out the DRIVE card when you get it. Remember, for the cost of one cup of coffee a week, you can make workers' issues heard in the halls of Congress.

What's Washington Got to Do with Me?

If you're not sure how politicians in Springfield and Washington affect your life, your wages and working conditions, consider:

- In 1979, Congress deregulated trucking. Teamster membership dropped from 2.1 million members to today's 1.4 million. Double breasting, non-union subsidiaries and subcontracting became a way of life.
- Throughout the 1980's the Reagan and Bush administrations directed the Agency for International Development (AID), which is supposed to provide food and humanitarian aid to poor countries, to give low interest loans to American firms to build factories overseas – and close their American factories.
- In 1993, Congress passed NAFTA and the job flight intensified. So far the Teamsters have been able to hold off cross-border trucking, but long range success is uncertain.
- In this past veto session, some of our state legislators tried (in a midnight vote) to take away your right to sue your employer.

These are the big ticket items that everyone knows are bad for working people. But there are other, sneakier changes that have caused a lot of pain. Politicians slashed

(continued on back page)

Recent Success Shows Labor Regaining Strength

Minimum wage increase. Health insurance you can keep when you change jobs. An end to threats to shut down government. All of these are victories for American workers – and all are a direct result of labor putting its energies into the political process.

In Illinois, labor in general and Local 705 in particular beat back last minute attempts to break unions, take away members' rights to go to court to get overtime pay they'd been cheated out of, and to destroy Workers Comp laws.

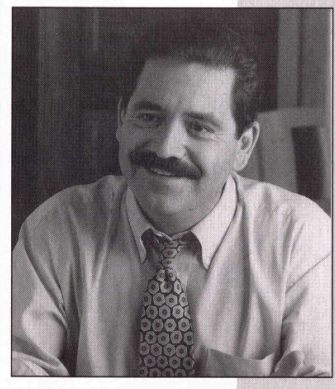
All these successes came about because of changes in union leadership. It began when Ron Carey was elected General President of the Teamsters in 1991. He brought the Teamsters into a coalition with other strong unions committed to changing the old ways, and to electing new leadership in the AFL-CIO.

"There are 900 OSHA inspectors for the entire country and 35,000 Park Rangers -- and the Republicans still tried to cut OSHA's budget by one-third last year. It looks like you're a lot better off being a bear than a worker these days." An observer of Congress.

Labor began a massive public education program last fall that showed people what the politicians were trying to do to them. We mobilized people to fight back. As a result, most anti-worker laws were stopped in their tracks in Washington and Illinois last fall and this winter.

But the fight isn't over. More attempts will be made to attack us, weaken us. The fact that employers and their political allies will keep trying to take away our rights is nothing new; they've been doing it for years. What is new is labor's determination to end these practices and to reconstitute working people as a powerful force in society.

We'll make sure you get information on significant bills that are pending in Congress and the state legislature in Springfield. And when you get it, please take a few minutes to call your elected representative. With your help, we'll all make a difference.



Who says political action can give working people the power to better protect their jobs and their rights:

- **Congressman Luis Gutierrez:** "As a member of Congress, I believe my most important duty is to fight for the concerns of the working men and women of the district I represent. That's why I strongly support the issues that matter most to the members of labor unions. From opposing NAFTA to fighting to ban the permanent replacement of striking workers, I have been proud to work closely with organized labor. I look forward to continuing to receive the good advice and valuable counsel I depend on from Teamsters and all union members."
- **State Senator Jesus Garcia** (below): "My parents are retired Teamsters. I support unions because they are so important in making life better for them and my constituents. But labor must get more involved – the opponents of working people still have the upper hand in the political process."
- **Kankakee County Board Member Ann Bernard:** "When you pay people decent wages and benefits, everyone wins. I ran for county board because I got tired of seeing companies getting tax breaks to bring low wage jobs into our community. And I wouldn't have won without the help I got from Teamsters and other working men and women. I look for this partnership to help everybody in Kankakee County."
- **Delbert Miller, Kankakee County Maintenance:** "We found out we can make a difference when we get involved. We helped Ann Bernard's county board campaign and she's been a strong voice for working people and their issues since she got elected. We need to do more, but we're off to a good start."
- **Rick Rohe, Yellow Freight:** "The NAFTA conference really made me aware that union members have to learn more about our economic system – and then get involved in political action – because that's where the decisions are made that affect our lives."

Legislative Update

Conference Debunks NAFTA

It may have been the coldest weekend of the year, but more than 100 members got awfully hot under the collar as they learned the truth about NAFTA and other world trade policies that are crippling workers' earning power and rendering job security a quaint relic of the past.

705 teamed up with the University of Illinois Chicago's College of Urban Planning and Public Affairs to bring members a special NAFTA Conference in January. The participants used the workshops to strip away NAFTA's mask, and what they found behind it wasn't pretty. NAFTA and other "free trade" policies have cost millions of American jobs, depressed wages, and shifted the economic balance of power from average Americans and their elected representatives to worldwide corporate conglomerates that don't have to answer to anyone but themselves.

"This meeting really showed us how Big Business actually planned all this economic upset," said Rick Rohe of Yellow Freight, who attended the conference. "I was really surprised to see how economic decisions have been taken away from us and put into these groups like the World Trade Organization, which doesn't even have to answer to the President or Congress."

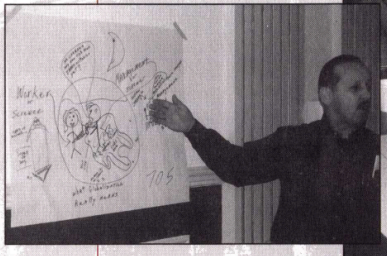
Rick's observation was seconded by UPS Addison Steward Joan Richardson who also attended the workshops. "I guess patriotism doesn't mean anything anymore," she said. "When a corporate leader [Cyrill Stewart, chief financial officer of Colgate Palmolive] says, 'The United States does not have an automatic call on our [the corporation's] resources. There is no mind set that puts this country first,' it's no wonder we're getting robbed on the job."

Local 705 will conduct many more meetings about how political and economic decisions affect the lives of union members. "This is just the start of our efforts to educate members about how they can protect themselves, their rights and their jobs," said 705 Secretary-Treasurer Gerald Zero. "In conferences, craft meetings and every opportunity we have, we're going to talk about why workers are under attack, and what we're going to do to defend our rights. We are going to turn this around."

[For more information on how working people can fight back against anti-worker corporate and political policies like NAFTA, see our special report on political action in this issue.]

Another NAFTA "Success Story"

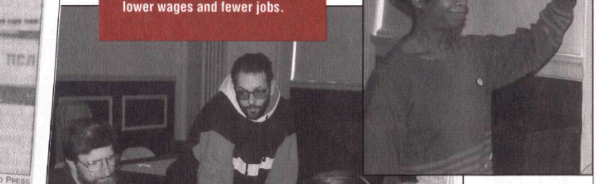
Just how great have the benefits of NAFTA been for the average American worker? Just ask someone like Wayne Sullivan (at right) of Bloomington, Ind. Sullivan works at the French-owned Thompson Electronics plant that makes RCA, GE and ProScan TVs. But thanks to NAFTA, Sullivan will soon have a lot more free time on his hands: The plant is closing next year, cutting 1,520 jobs, and moving the work to Mexico.



Thomson cutting 1,520 in Indiana

DAVID SNODGRESS/ASSOCIATED PRESS

Wayne Sullivan looks over the parking lot at the Thomson Consumer Electronics plant in Bloomington, Ind., Thursday after learning that the plant will be closed next year. French-owned Thomson, which makes RCA, GE and ProScan TVs, is cutting 1,520 jobs and moving the work to Mexico.



Teamster members and staff team up during Local 705's January NAFTA Conference to uncover what "free trade" really means for working people: lower wages and fewer jobs.

NAFTA Exposed

Those corporate spiders have been very good at spinning a web of lies about the "great benefits" of so-called "free trade" policies. But a look at the facts will show you that when they say "free trade" they mean they want all the benefits of "trade," while making working people work practically for "free." Below are just a few of the statistics, collected by the Ralph Nader Foundation, that strip away the myths and show just what NAFTA has meant for working people so far:

- Estimated number of U.S. jobs lost due to NAFTA as of October, 1996: 625,000.
- Number of U.S. workers certified by the U.S. Department of Labor as having been laid off due to NAFTA in one narrow NAFTA retraining program: 98,645.
- Approximate chances a laid-off U.S. worker will not find an equal or higher paying job: 2 to 1.
- Median annual pay drop of a worker who is hired after being laid off in the early 1990's: $4,420.
- Number of trucks crossing the U.S.-Mexican border north-bound in 1995: 3,000,000.
- Estimated number of trucks crossing the U.S.-Mexican border north-bound in 2000: 5,000,000.
- Estimated number of U.S. jobs in motor vehicle related industries lost due to trade with Mexico in 1995: 69,048.
- Approximate weekly earnings of television production workers in JVC's New Jersey plant: $360.
- Approximate weekly earnings of television production workers in JVC's Tijuana plant: $50.
- Expected increase in the number of electronics plants in Mexico in the next four years: 400%.
- Change in buying power of Mexicans since Mexico joined GATT: Down 70%.
- Number of jobs Allied Signal CEO predicted in 1993 that his company would relocate to Mexico under NAFTA: 0.
- Number of jobs Allied Signal actually did relocate to Mexico: 708.
- Number of U.S. Jobs created by Mattel due to NAFTA: 0.
- Number of U.S. Mattel workers laid off due to NAFTA: 520.
- Number of workers laid off from a Pocohontas, Arkansas Brown Group shoe manufacturer due to "increased imports from Canada" due to NAFTA: 2,400.
- Population of Pocohontas, Arkansas: 6,151.
- Percentage of Americans who believe the U.S. should not approve new trade pacts with Latin American countries: 57%.

UPS - JEFF Steward Tackles AIDS Ride - Let's Help Him Out!

Imagine pedaling 470 miles through beautiful forests, rolling farm lands and scenic river valleys, where the only sounds you hear are the wind, the birds and the soft, metallic tick-tick-tick of whirring bicycle tires.

Of course some of those miles become grueling struggles against 20-MPH head winds, steep hills, and knee and lung strain. But it's all worthwhile to UPS - JEFF Steward Manuel Lara, who is tuning up his body and his bike for the second annual Twin Cities-Chicago AIDS Benefit Ride, which runs from July 7 to 12.

Manuel became interested in the Ride almost by accident a couple of years ago when he read about the ride and it's route in the Chicago Reader newspaper. He had been a regular cyclist a few years back, but work, the Union and other responsibilities had put his riding on the back burner.

The AIDS Ride, he thought, would be a perfect chance to get back in cycling shape and do something good for people in the process.

"I have to admit last year's ride turned out to be a bigger challenge than I'd expected," Manuel said. "There were times when every mile hurt. But it was a great feeling of accomplishment when I crossed the finish line."

Manuel also said he learned a lot about AIDS and the people who suffer from the disease through his participation in the event.

"I'm doing volunteer work with some of the recipients of the money raised in the last Ride," he told UPDATE. "This all started out as a way to get some exercise while giving back a little something to my fellow human beings. Volunteering to help people with AIDS has become a regular part of my life now, and I'm glad it has."

Manuel, like all participants in the AIDS Ride, must commit to raising $2,300, so he's looking for help from as many 705 members as possible to donate to this important cause. Local 705 has already pledged $500 to kick off Brother Lara's fund raising, so let's get on the "bike wagon" and add to the total.

Pledge forms will be available at the desk outside the "cage", and Manuel will have forms with him at all stewards and membership meetings. Be sure to make your pledge in Manuel Lara's name.

Pictured with two members of the Hispanic Law Students Association are 705 Rep. Jesse Miranda, Elena Blitstein, 705 staffers Doris Mendez, Bill Blake and Paul Digrazia.

Union Backs Hispanic Law Students Conference

Local 705 was well represented at last fall's Hispanic Law Students Association benefit for the Summer Fellowship Fund. The benefit raises funds to support Hispanic law students who participate in summer internships in the field of public interest law. The program not only helps minority students, it also encourages bright, young legal minds to consider law careers that focus on promoting the common good instead of merely advancing corporate interests.

Local 705 is the only union that gave the annual dinner financial support. But then, we know first hand how valuable an organization like this can be: Local 705 Law Clerk Pablo Almaguer is the vice president of the Association and his research has been instrumental in helping the Union post arbitration wins.

JEFF Steward Manuel Lara raises his bike in triumph after completing last year's 400+ mile AIDS Benefit Ride.

Shop Talk

Life Not So Sweet for Strawberry Workers; Chicago Grocery Chain Offers Support

As many of you know, Strawberry workers in California have been battling to end decades of inhumane working conditions. Workers in the industry are expected to stoop in the fields for 12 hours a days, often without access to clean drinking water or sanitary bathrooms. In return, they make poverty wages, with no job security or health insurance.

Treasure Island Foods, a grocery chain that serves several neighborhoods on Chicago's North Side and northern suburbs, became the area's first food chain to sign on to the Strawberry Workers' petition for economic rights.

The Teamsters, United Farm Workers and United Food and Commercial Workers unions are part of a coalition to bring union rights to all strawberry industry workers – from the fields to the factory processing and delivery floors. We all thank Treasure Island Foods for supporting this important effort (T.I. employees are members of the Food and Commercial Workers Union). We urge everyone who has a Treasure Island food store nearby to shop there, and thank T.I.'s management for its commitment to economic fairness.

REMINDER!

All members should call the Union office at (312) 738-2800 the first day you are off work to put yourself on the Sick List. **The Sick List cannot be backdated, so be sure to call the first day!** Also, remember to call and have yourself taken off of the list when you return to work.

Marathon Workshop Sharpens Skills for Battle Ahead

Emory Steward Dennis Cusumano and Union Reps. Bill Blake and Rich deVries successfully completed an intensive three-day organizing workshop conducted by the AFL-CIO's Midwest Regional OrganizingInstitute last month. The special regional session covered a broad range of strategies that unions can use to recruit new members and to solidify and strengthen existing membership to protect union wages and rights.

"There were three 12-hour sessions," Cusumano said, "but the time flew by because of the way the classes were conducted. From the moment we walked in, everyone was directly involved in the training process and had to interact with the workshop leaders. It was a real challenge, but when we left, we were prepared as organizers. It was the best training session I've ever been to and I'm ready to put this training to use."

WASHINGTON

(continued from page 10)

staff at OSHA, the agency that is responsible for ensuring work-place safety. They also gutted staff at the National Labor Relations Board, which means even the most serious complaints can take years to decide because there aren't enough people to investigate charges.

In addition, several past presidents appointed anti-labor judges to the federal court. Also, with the stroke of a pen, these same presidents bent important laws that have protected workers for 50 years to serve management's interests.

The politicians who passed these laws weren't paying attention to the needs of working people because many unions had stopped using our collective voice as a political force. During the 70's and 80's, union leaders didn't work as hard or as smart as they should have. Many got too close to the politicians – and began to think like politicians instead of the workers they represented. At the same time, the labor movement as a whole seemed to forget that we had to fight to win important advances like the eight hour day, overtime pay, equal treatment for everyone, and the right to organize – and that we have to continue fighting to keep them.

Fortunately, a fresh breeze is blowing through the country – in the Teamsters and the labor movement as a whole. New leaders are talking with the members – not at them. Union members are discussing the problems they face – at events like the craft meetings and the NAFTA Conference – and offering solutions that can solve them.

Want the Latest? Call 1-800-551-5705

The Weekly Update telephone line is being widely used. Information is updated each Friday afternoon in order to provide you with current information regarding Local 705, the International and Labor in general. Give your union representative constructive suggestions on how the service may be improved.

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